

Wage Rates of Community Mental Health Providers – FY 2008

June 11, 2010

Prepared for: Mental Hygiene Administration

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Executive Summary

Two wage survey forms were prepared, one for Outpatient Mental Health Clinics (OMHC) and one for Psychiatric Rehabilitation Providers (PRP), based on survey forms that had been used by the Community Behavioral Health Association of Maryland (CBH), but adding some additional data elements. MHA posted these forms on its website. The survey on which this report is based was required by March 1, 2009 and requested data for FY 2008. This report summarizes the results of the wage surveys with FY 2008 data.

Psychiatric Rehabilitation Provider Average Wage Rates, Tenure and Fringe Benefits

Position	Current salary – no fringe	Current salary – with fringe	Average tenure – in years	Calculated fringe % ¹	Median fringe % ²
Executive Director	\$113,925	\$135,826	13.1	19%	20%
Chief Financial Officer	\$79,472	\$93,876	8.1	18%	20%
Chief Operating Officer	\$82,390	\$99,607	10.6	21%	21%
Program Manager/Director	\$55,837	\$67,922	9.1	22%	21%
Senior Supervisor	\$38,905	\$46,802	7.5	20%	23%
Rehabilitation Counselor/Specialist	\$26,418	\$32,080	4.5	21%	23%

Outpatient Mental Health Clinic Average Wage Rates, Tenure and Fringe Benefits

¹ The calculated fringe is the percentage by which the total reported salaries with fringe benefits exceed the total reported salary without fringe benefits.

² The median fringe benefit percentage is calculated using only the providers who supplied a non-zero fringe benefit percentage for the job category.

Position	Current salary – no fringe	Current salary – with fringe	Average tenure – in years	Calculated Fringe benefit % ³	Median Fringe Benefit % ⁴
Executive Director	\$118,863	\$131,470	10.7	18%	20%
Medical Director	\$158,342	\$176,269	5.8	11%	20%
Clinical Director	\$68,468	\$82,591	5.9	20%	21%
Psychiatrist – Adult	\$116,939	\$134,754	2.8	15%	20%
Psychiatrist – Child	\$154,592	\$179,755	5.9	16%	20%
Psychologist	\$66,179	\$76,894	5.9	16%	24%
Psychiatric nurse practitioner	\$77,483	\$86,014	2.7	11%	17%
Nurse Psychotherapist	\$59,881	\$72,517	4.7	21%	24%
Social Worker – LCSW-c	\$50,336	\$61,011	1.0	21%	23%
Social Worker – LGSW	\$41,838	\$50,465	2.6	21%	25%
Professional Counselor - LCPC	\$49,430	\$57,595	1.5	17%	21%
Professional Counselor - LGPC	\$43,230	\$61,808	2.1	13%	18%

³ For some providers and positions the workers are paid under a contract or on a fee-for-service basis, and no fringe benefits are provided. This can distort the fringe benefit numbers, as the calculated fringe is the percentage by which the total reported salaries with fringe benefits exceed the total reported salary without fringe benefits.

⁴ The median fringe benefit percentage is calculated using only the providers who supplied a non-zero fringe benefit percentage for the job category.

Introduction

In 2008 the Mental Hygiene Administration (MHA) published regulations requiring that community mental health providers contracting with MHA submit wage surveys annually. Two wage survey forms were prepared, one for Outpatient Mental Health Clinics (OMHC) and one for Psychiatric Rehabilitation Providers (PRP), based on survey forms that had been used by CBH, but adding some additional data elements. MHA posted these forms on its website. The survey was required by March 1, 2009 and requested data for FY 2008, but surveys were accepted for inclusion in this report through the end of May 2010. This report summarizes the results of the wage surveys that were returned in response to the regulation.

Data collection forms

The OMHC form requested data for the following positions:

Executive Director
Medical Director
Clinical Director
Psychiatrist – Adult
Psychiatrist – Child
Psychologist
Psychiatric nurse practitioner
Nurse psychotherapist
Social Worker – LCSW-c
Social Worker - LGSW
Professional Counselor – LCPC
Professional Counselor – LGPC
Other

The PRP form requested data for the following positions:

Executive Director
Chief Financial Officer
Chief Operating Officer
Program Manager/Director
Senior Supervisor
Rehabilitation Counselor/specialist

The fields that were requested for each position were:

Number of Full Time Equivalent personnel (FTE)
Average tenure
Total Current Salaries without fringe benefits
Salary range minimum
Salary range maximum
Fringe benefit percentage
Total Current Salaries including fringe benefits
Number of employees
Number of involuntary terminations
Number of voluntary terminations
Vacancy rate

OMHC results

The following results are based on 99 surveys.

Outpatient Mental Health Clinic Average Wage Rates, Tenure and Fringe Benefits

Position	Current salary – no fringe	Current salary – with fringe	Average tenure – in years	Calculated Fringe benefit % ⁵	Median Fringe Benefit % ⁶
Executive Director	\$118,863	\$131,470	10.7	18%	20%
Medical Director	\$158,342	\$176,269	5.8	11%	20%
Clinical Director	\$68,468	\$82,591	5.9	20%	21%
Psychiatrist – Adult	\$116,939	\$134,754	2.8	15%	20%
Psychiatrist – Child	\$154,592	\$179,755	5.9	16%	20%
Psychologist	\$66,179	\$76,894	5.9	16%	24%
Psychiatric nurse practitioner	\$77,483	\$86,014	2.7	11%	17%
Nurse Psychotherapist	\$59,881	\$72,517	4.7	21%	24%
Social Worker – LCSW-c	\$50,336	\$61,011	1.0	21%	23%
Social Worker – LGSW	\$41,838	\$50,465	2.6	21%	25%
Professional Counselor - LCPC	\$49,430	\$57,595	1.5	17%	21%
Professional Counselor - LGPC	\$43,230	\$61,808	2.1	13%	18%

⁵ For some providers and positions the workers are paid under a contract or on a fee-for-service basis, and no fringe benefits are provided. This can distort the fringe benefit numbers, as the calculated fringe is the percentage by which the total reported salaries with fringe benefits exceed the total reported salary without fringe benefits.

⁶ The median fringe benefit percentage is calculated using only the providers who supplied a non-zero fringe benefit percentage for the job category.

The MHA wage survey requested the minimum of the salary range and the maximum of the salary range for each position, without fringe benefits. However, this field was not completed by some providers. The following tables present the medians of the actual, minimum and maximum salaries reported. The median minimum salary is the minimum salary which lies in the middle of the minimum salaries reported by the providers that reported this field.

Median Salaries

Position	Median Salary – No fringe	Median Minimum Salary	Median Maximum Salary
Executive Director	\$90,558	\$70,000	\$101,710
Medical Director	\$156,370	\$130,000	\$165,000
Clinical Director	\$70,292	\$60,000	\$80,000
Psychiatrist: adult	\$144,000	\$120,000	\$170,000
Psychiatrist: child	\$147,876	\$125,000	\$170,000
Psychologist	\$62,400	\$49,920	\$74,130
Psychiatric nurse practitioner	\$82,508	\$75,000	\$92,500
Nurse psychotherapist	\$53,675	\$42,494	\$65,141
Social worker LCSW-c	\$48,499	\$41,074	\$60,000
Social worker – LGSW	\$42,536	\$39,200	\$55,000
Professional counselor – LCPC	\$49,143	\$39,760	\$58,500
Professional counselor – LGPC	\$42,217	\$40,000	\$50,000

Terminations – Total, Involuntary and Voluntary

Position	Total terminations	Involuntary terminations	Voluntary terminations
Psychiatric nurse practitioner	15%	0%	15%
Nurse psychotherapist	12%	5%	7%
Social worker LCSW-c	20%	5%	15%
Social worker – LGSW	22%	5%	17%
Professional counselor – LCPC	15%	2%	13%
Professional counselor – LGPC	13%	3%	10%

PRP results (based on 78 surveys)

Psychiatric Rehabilitation Provider Average Wage Rates, Tenure and Fringe Benefits

Position	Current salary – no fringe	Current salary – with fringe	Average tenure – in years	Calculated fringe % ⁷	Median fringe % ⁸
Executive Director	\$113,925	\$135,826	13.1	19%	20%
Chief Financial Officer	\$79,472	\$93,876	8.1	18%	20%
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The MHA wage survey requested the minimum of the salary range and the maximum of the salary range for each position, without fringe benefits. However, this field was not completed by some providers. The following tables present the medians of the actual, minimum and maximum salaries reported. The median minimum salary is the minimum salary which lies in the middle of the minimum salaries reported by the providers that reported this field.

Position	Median Salary – No fringe	Median Minimum Salary	Median Maximum Salary
Executive Director	\$91,100	\$75,000	\$101,732
Chief Financial Officer	\$74,552	\$66,340	\$87,358
Chief Operating Officer	\$81,303	\$68,000	\$88,500
Program manager/director	\$55,672	\$49,000	\$68,000
Senior supervisor	\$39,550	\$33,450	\$47,000
Rehabilitation counselor/specialist	\$30,160	\$24,960	\$35,000

28% of Rehabilitation Counselors were terminated, 10% involuntary and 18% voluntary terminations.

15% of Senior Supervisors were terminated, 3% involuntary and 12% voluntary terminations.

10% of Program Managers/Directors were terminated, 3% involuntary and 7% voluntary terminations.

⁷ The calculated fringe is the percentage by which the total reported salaries with fringe benefits exceed the total reported salary without fringe benefits.

⁸ The median fringe benefit percentage is calculated using only the providers who supplied a non-zero fringe benefit percentage for the job category.

Data caveats

The forms were intended to collect the total current wages for each position, with and without fringe benefits. However, many providers gave the average current salary, with and without fringe benefits. This could be ascertained by comparing the actual salary with the salary range, so corrections were made to make the reporting consistent, within and across providers.

The fields for vacancy rates were left blank by many providers, so vacancy rates are not reported in this paper.

The data on terminations was provided inconsistently and was not used.